

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner

Quarterly Newsletter

1st Quarter (2026)

South Carolina
Human Affairs
Commission
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<https://schac.sc.gov/>

The South Carolina Human Affairs Commission was created by the General Assembly in 1972 to encourage fair treatment, eliminate and prevent unlawful discrimination, and foster mutual understanding and respect among all people in this state.

[Code of Laws - Title 1 - Chapter 13- - ADMINISTRATION OF THE GOVERNMENT](#)

Quid Pro Quo Harassment: “This for That”

Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, The Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990 (ADA).

The U.S. Equal Employment Opportunity Commission calls harassment “unwelcome conduct” that is based on race, color, religion, sex, national origin, age (40 and above), or disability.

Unlawful Conduct

Harassment becomes unlawful where:

1. Enduring the offensive conduct becomes a condition of continued employment, or
2. The conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Quid Pro Quo Harassment- “This for That”

Quid Pro Quo Harassment may result in an employment decision based upon an individual’s acceptance or rejection of unwelcome sexual favors.

This kind of harassment is generally committed by someone who can make or recommend formal employment decisions (such as termination, demotion, or denial of promotion) that will affect the victim.

Harassment can occur in a variety of circumstances, including, but not limited to the following:

- The harasser can be the victim’s supervisor, a supervisor in another area, a co-worker, an agent of the employer, or a non-employee.

Examples: Harasser may threaten to withhold or make promises of:

- A promotion
- Title/position
- Compensation

Source: [What do I need to know about... WORKPLACE HARASSMENT | U.S. Department of Labor \(dol.gov\)](#); [Questions and Answers for Employees: Harassment at Work | U.S. Equal Employment Opportunity Commission](#)



What do you do if you have been harassed at work?

Confront the Harasser. Tell the harasser to **STOP** and explain the behavior that's bothering you. You should tell the harasser that you find the behavior unwelcome. If you don't feel comfortable confronting the harasser or the harassment does not stop, you should tell your employer.

Document the Harassment and the report you submit to your employer. Take the time to write down what happened. This includes dates, times, the harasser's name, and the names of any witnesses. Also save all emails and/or text messages.

Review your employer's harassment policy and report the conduct. If you believe you are a victim of sexual harassment at work, your workplace harassment policy should explain how to file a harassment report.

Follow the complaint process and report as much detail as possible. The more details reported, the higher the possibility the harasser will be held accountable.

Source: SC Human Affairs Commission; [Questions and Answers for Employees: Harassment at Work | U.S. Equal Employment Opportunity Commission](#)

What is a “hostile work environment”?

A “hostile work environment” is created when harassing conduct that is based on a legally protected characteristic is so **severe or frequent** (courts use the word “pervasive”) that a reasonable person in the employee's position would find the situation to be abusive.

What are some examples of harassing conduct that is based on legally protected characteristics?

- Saying or writing an ethnic, racial, or sex-based slur
- Forwarding an offensive or derogatory “joke” email
- Displaying offensive material (such as a noose, swastika or other hate symbols, or offensive cartoons, photographs, or graffiti)
- threatening or intimidating a person because of the person's religious beliefs or lack of religious beliefs

Source: [Small Business Fact Sheet: Harassment in the Workplace | U.S. Equal Employment Opportunity Commission](#)

****Please Note: This newsletter is not intended to be used as legal advice**

EEO laws are designed to protect the rights of ALL individuals.

How can I schedule training?

email: training@schac.sc.gov

**If you feel like you have experienced discrimination,
contact us for help.**

**South Carolina Human Affairs Commission
(800) 521-0725, Relay 711 or 803-737-7800**

<https://schac.sc.gov/>



The mission of the South Carolina Human Affairs Commission is to Prevent and Eliminate Unlawful Discrimination in the areas of Employment, Housing, and Public Accommodations.